Attrition rate in NTPD

2869. SHRI B.K. HARIPRASAD: Will the Minister of POWER be pleased to state:

(a) whether the attrition rate in the National Thermal Power Corporation is high, with more than 142 executives quitting NTPC during 2006-07 for more pay and perks in the private power sector; and

(b) if so, whether, with many mega power projects under implementation or at the planning state, NTPC could reduce this high attrition rate, with better pay package and congenial working conditions, at par with the private sector?

THE MINISTER OF POWER (SHRI SUSHILKUMAR SHINDE): (a) In the year 2006-07, a total number of 165 executives resigned from NTPC Limited. The attrition percentage of the year is 1.55%, which is not high. The reasons cited by these executives for resigning from NTPC Ltd. are career enhancement; more pay and perks; academic pursuits etc.

(b) While a better pay package may help in retaining the executives, NTPC Limited has been pursuing Human Resource Development (HRD) initiatives with the following objectives:–

- To enhance organizational performance by institutionalizing an objective and open performance management system.
- To align individual and organizational needs and develop business leaders by implementing a career development system.
- To enhance commitment of employees by recognizing and rewarding high performance.
- To build and sustain a learning organization of competent world-class professionals.
- To institutionalize core values and create a culture of team-building, empowerment, equity, innovation and openness which would motivate employees and enable achievement of strategic objectives.

Rural electrification in Andhra Pradesh

2870. SHRIMATI N.P. DURGA: Will the Minister of POWER be pleased to state:

(a) whether it is a fact that all the 22 districts of Andhra Pradesh have been covered under the Rajiv Gandhi Grameen Vidyutikaran Yojana;

(b) if so, the details of districts in which the Yojana has been implemented during 2005-06, 2006-07 and so far in 2007-08; and

(c) the details of detailed Project Reports submitted by Andhra Pradesh Government and the action contemplated by the Central Government thereon?

THE MINISTER OF POWER (SHRI SUSHILKUMAR SHINDE): (a) to (c) Yes, Sir. Andhra Pradesh Government has forwarded Detailed Project Reports (DPRs) for all the 22 districts under Rajiv Gandhi Grameen Vidyutikaran Yojana (RGGVY). In Phase-I of the scheme 17 districts were taken up for implementation. District-wise details are given in the Statement (*See* below). 5614 electrified villages were intensively electrified covering 6.69 lakh rural households during Phase-I. Balance projects would be sanctioned once the scheme is approved for continuation in the Eleventh Plan.